

## **Personnel Committee**

### **Minutes of the meeting held on 15 November 2017**

#### **Present**

Councillor Flanagan - In the Chair

Councillors Craig, Dar, N Murphy, S Newman, B Priest and Stogia

#### **PE/17/26 Minutes**

#### **Decision**

To agree the minutes of the meeting of 13 September 2017 as a correct record.

#### **PE/17/27 Senior Pay and Grading Update**

The Committee considered a report of the Director of HROD which set out an update concerning progress to date on senior Job Evaluation analysis. The report set out a proposed progression model (which included a performance element to incremental progression) for senior pay grades as a basis for consultation.

No Trade Union comments were submitted for consideration at the meeting.

#### **Decisions**

1. To note progress to date on implementing the new senior pay structure.
2. To agree arrangements for incremental progression contingent, as described in the report.
3. To agree that applicable post-holders may progress to the next incremental point in their assigned grade (subject to the grade maximum) in April 2018, and that 2018/19 is to develop and roll-out the performance management framework, to be linked to progression from 2019/20.
4. To agree specific measures for consideration of incremental progression for new entrants appointed part-way through the calendar year, as set out in the body of the report.

#### **PE/17/28 Manchester Minimum Wage Update**

The Committee considered a report of the Chief Executive which discussed an increase to the UK 'Living Wage' (as set by the Living Wage Foundation), and how that would inform the Council's annual review of the Manchester Minimum Wage. Trade Union comments from Unite the Union were also submitted.

The Chair expressed his thanks to the City Treasurer for incorporating the anticipated increase to the Minimum Wage into the Council's budget, and stressed the importance of ensuring that salaries at each end of the spectrum are reviewed.

### **Decisions**

1. To note the increase to the UK Living Wage, to £8.75 per hour.
2. To agree that the Manchester Minimum Wage will be updated as part of the annual review of Manchester's Pay Policy Statement and cognisant of the UK Living Wage, and that the revised rate be implemented with effect from 1 April 2018.
3. To note that a separate report will be brought to the Committee in the New Year which details the values of non-consolidated payments to be added to Spinal Column Points in order to pay the revised Manchester Minimum Wage, and to preserve pay differentials of adjacent Spinal Column Points.